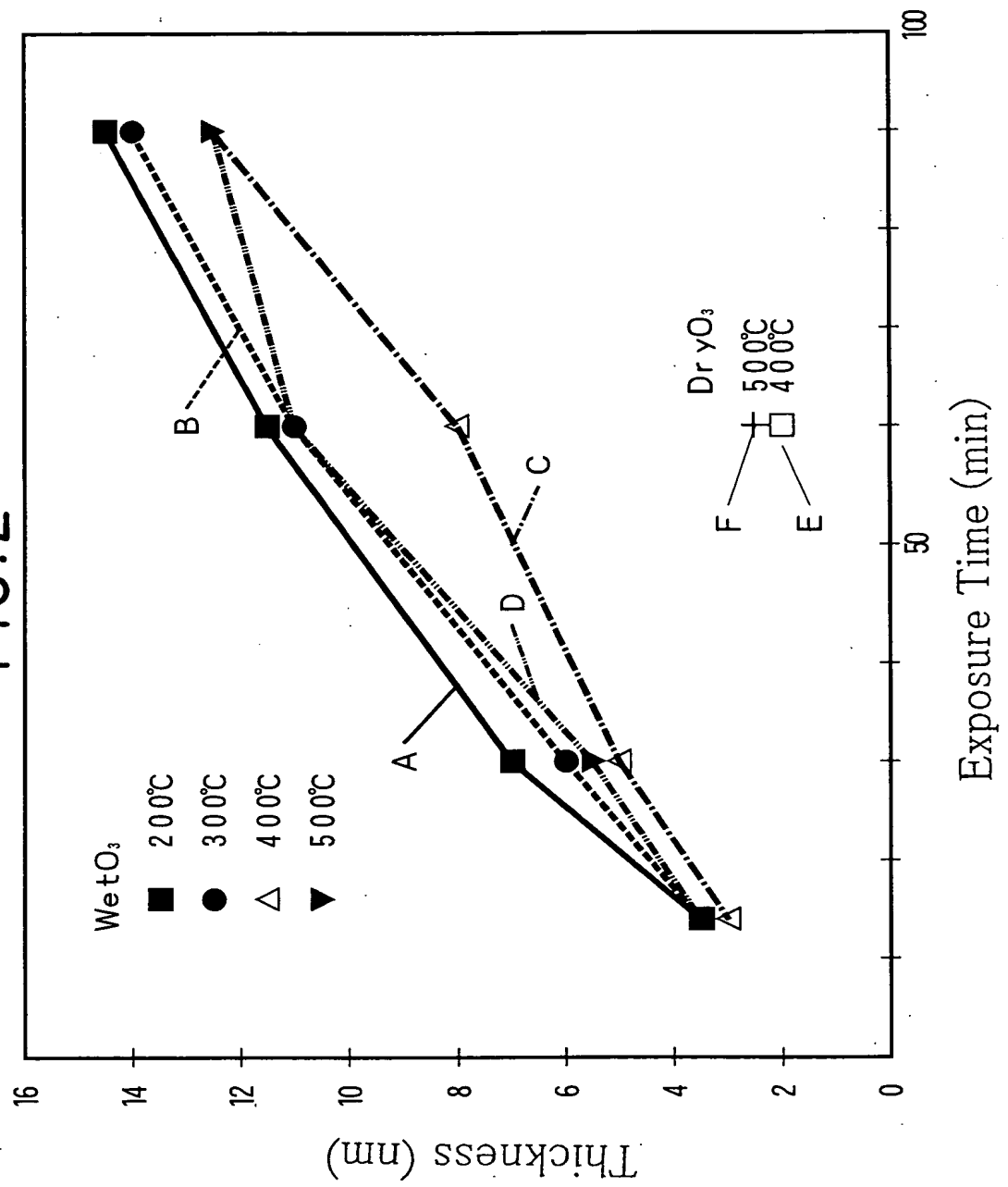
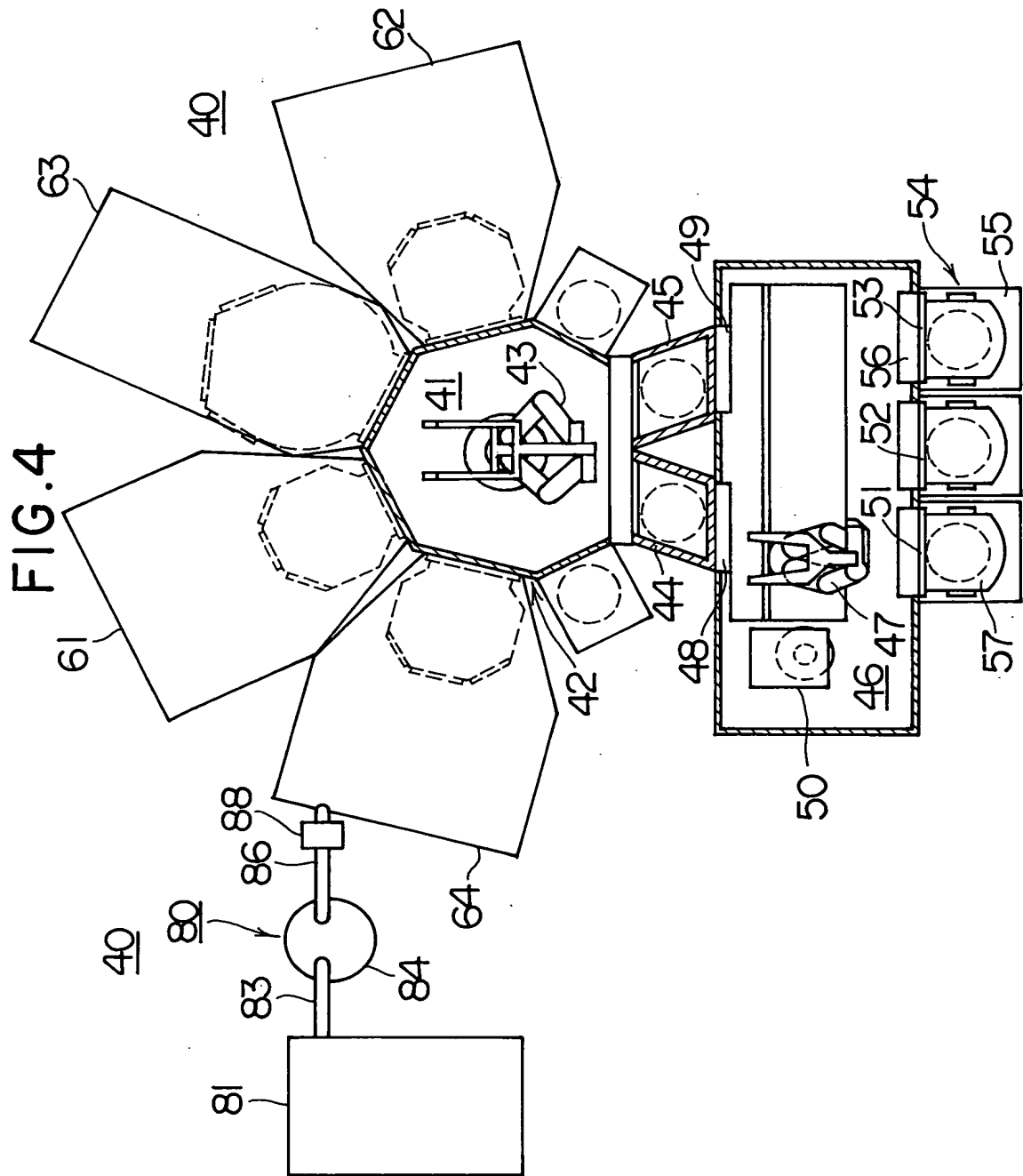


*Journal of Management Studies*, 19(1), 67-80.







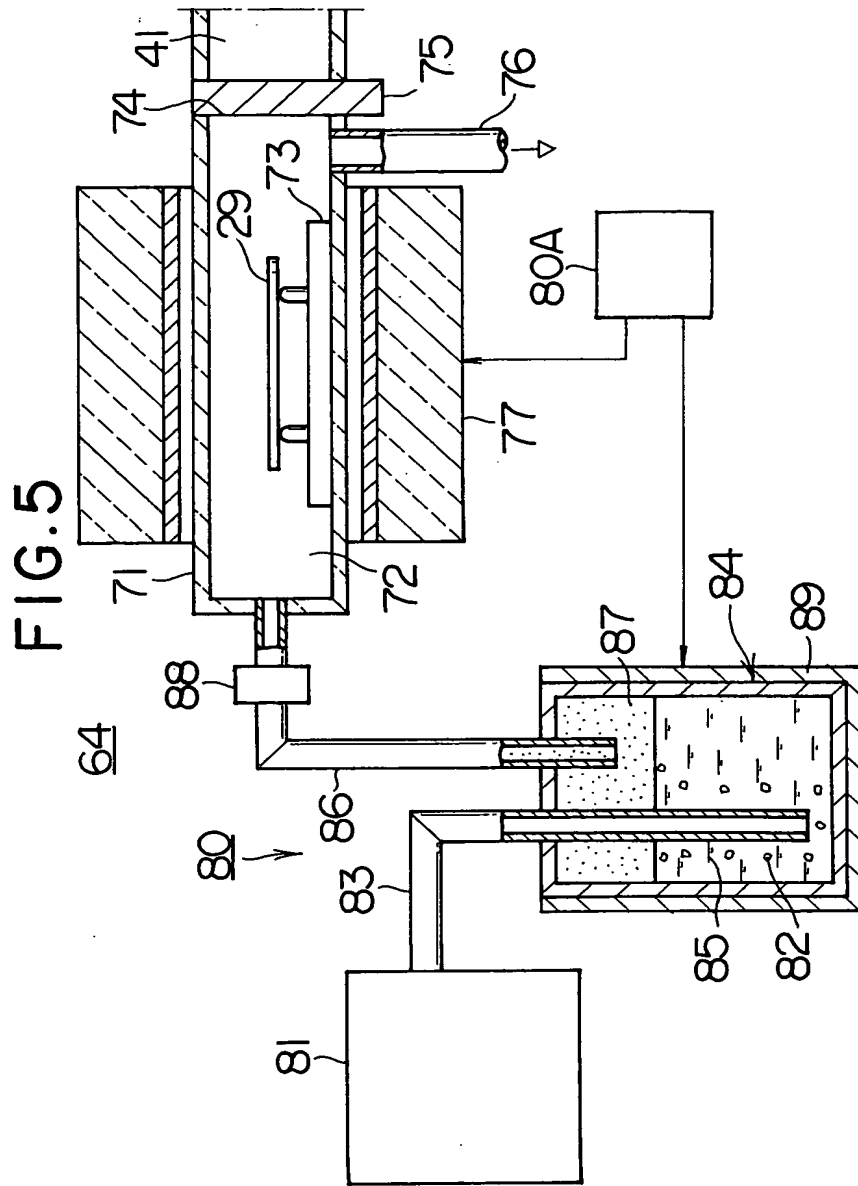


FIG. 6

